



VICTORIA
GOVERNMENT GAZETTE

Published by Authority

No. 14]

FRIDAY, FEBRUARY 19

[1971

THE Teachers Tribunal, in pursuance of the powers conferred by the Teaching Service Act 1958, hereby repeals the Teaching Service (Classification, Salaries and Allowances) Regulations and makes the following Regulations, to take effect on the 10th January, 1971.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND
ALLOWANCES) REGULATIONS.

PRELIMINARY.

1. These Regulations may be cited as the "Teaching Service (Classification, Salaries and Allowances) Regulations".
2. *Salaries and Allowances.*
 - (a) Unless specified otherwise all salaries and allowances prescribed in these Regulations are annual rates.
 - (b) the term "subdivision" in these Regulations means salary subdivision and represents a point of a salary scale on which any member of the teaching service must serve for a minimum of one year before being eligible to progress to any higher subdivision.
3. The term "confirmed enrolment" in these Regulations means an enrolment greater or less than that applicable to any specified grouping—
 - (a) at the commencement of two successive school years; or
 - (b) by a margin of ten per cent. at the commencement of any school year.

Provided that:

If, in any given year, the enrolment of a school at the commencement of the year has fluctuated by ten per cent. and has thereby fallen within another specified grouping, the staffing of that school may be adjusted by the Tribunal if the Director-General considers that the latest enrolment will be sustained in the year next following.

4. These Regulations are divided into parts, as follows:—

- Part I.—Professional Officers.
- Part II.—Primary Schools Division.
- Part III.—Secondary Schools Division.
- Part IV.—Technical Schools Division.
- Part V.—Temporary Teachers.
- Part VI.—Students in Training.
- Part VII.—Sewing Mistresses.
- Part VIII.—Instructors in Adult Migrant Education.
- Part IX.—Miscellaneous Allowances.
- Part X.—General Provisions.

PART I.—PROFESSIONAL OFFICERS.

5. The following shall be the rates of salaries of professional officers:—

(a) Directors of Education, Director of Teacher Education, Director of Special Services, Assistant Directors of Education and Inspectors.

Director of Education (Primary, Secondary, Technical) ..	\$15,000
Director of Teacher Education and Director of Special Services ..	\$13,900
Assistant Director of Education (Primary, Secondary, Technical) ..	\$13,000
Staff Inspector ..	\$12,000

Inspector of Schools (Primary, Secondary, Technical)—
Subdivisions.

1	2	3	4	5	6	7
\$9,750	10,000	10,250	10,500	10,750	11,000	11,500

(b) Principals and Staffs of Teachers' Colleges and Training Institutions.

Principal: Burwood, Coburg, Frankston, Geelong, Melbourne, Monash, Secondary, Technical and Toorak Teachers' Colleges \$13,000

Principal: Ballarat, Bendigo, Domestic Arts Teachers' Colleges, La Trobe University Centre and Training Centre for Teachers of the Deaf and "Glendonald" School for Deaf Children \$11,750

Vice-Principal: Ballarat, Bendigo, Burwood, Coburg, Frankston, Geelong, Melbourne, Monash, Secondary, Technical and Toorak Teachers' Colleges \$10,750

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$8,750	9,000	9,250	9,750

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7
\$7,050	7,250	7,450	7,650	7,850	8,050	8,250

(c) Tertiary Staff—Technical Colleges.

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$8,550	8,800	9,050	9,300

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7	8
\$6,500	6,700	6,900	7,100	7,300	7,500	7,700	7,900

(d) *Other Positions—*

Curriculum and Research Officer; Editor, Departmental Publications; Principal Psychologist and Guidance Officer; Supervisor of Audio-Visual Education; Supervisor of Physical Education; Supervisor of School Libraries:—

<i>Subdivisions.</i>						
1	2	3	4	5	6	7
\$9,750	10,000	10,250	10,500	10,750	11,000	11,500

Deputy Editor of Publications:—

\$10,750

Assistant Editor, Departmental Publications; Assistant Principal Psychologist and Guidance Officer; Principal Speech Therapist; Supervisor of Education of Backward Children; Supervisor of Education of Physically Handicapped Children:—

<i>Subdivisions.</i>			
1	2	3	4
\$9,250	9,500	9,750	10,000

Assistant Supervisor of Audio-Visual Education; Assistant Supervisor of Physical Education; Curriculum Officer, Grade I.; Information Officer; Research Officer, Grade I.; Special Education Officer; Supervisor of Art (Primary Schools); Supervisor of Music; Supervisor of School Forestry; Survey and Statistics Officer; Teacher Education Officer:—

<i>Subdivisions.</i>					
1	2	3	4	5	6
\$8,300	8,550	8,800	9,050	9,300	9,550

(The officers at present in the positions of Assistant Supervisor of Physical Education shall be placed on Subdivision 6.)

Sub-Editor, Departmental Publications; Guidance Officer, Grade I.:—
\$8,700

Assistant Supervisor of Education of Backward Children; Assistant Supervisor of Education of Physically Handicapped Children; Publications Officer; Supervisor of Homecrafts (Primary):—

<i>Subdivisions.</i>					
1	2	3	4	5	6
\$7,450	7,700	7,950	8,200	8,450	8,700

(The officer at present in the position of Supervisor of Homecrafts (Primary) shall be placed on Subdivision 6.)

Assistant Supervisor of Art (Primary Schools); Assistant Supervisor of School Libraries (Post-Primary); Assistant Supervisor of School Libraries (Primary); Camp Director—Children's School Camp; Curriculum Officer, Grade II.; Design—Research Officer, Grade II.; Guidance Officer, Grade II.; Research Officer, Grade II.; Statistics Officer; Survey Officer:—

<i>Subdivisions.</i>						
1	2	3	4	5	6	7
\$7,050	7,250	7,450	7,650	7,850	8,050	8,250

Assistant to Departmental Psychologist:—

<i>Subdivisions.</i>						
1	2	3	4	5	6	7
\$4,250	4,500	4,750	5,000	5,250	5,500	5,850

6. (a) Where a range of salaries is prescribed for any professional position, the occupant, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range. Provided that the Tribunal may determine that an appointee shall commence at a rate other than the minimum.

(b) Subject to clause (a), a Professional Officer currently occupying an office specified in these Regulations shall receive the salary appropriate to his years of satisfactory service in the office and shall retain his previous incremental date.

PART II.—PRIMARY SCHOOLS DIVISION.

7. The following shall be the classes and rates of salaries of teachers in the Primary Schools Division:—

Class	Subdivisions.											
	1	2	3	4	5	6	7	8	9	10	11	12
Special	\$8,115											
I.	\$7,404	7,642										
II.	\$6,101	6,456	6,812									
III. Scale A	\$4,561	4,799	5,035	5,390	5,746							
Scale B	\$3,495	3,672	3,851	4,087	4,325	4,561	4,799	5,035	5,272	5,509	5,746	5,983

8. In addition to the salaries prescribed under clause 7 the following annual allowances shall be paid to Principals and Head Masters:—

	\$
Special Class Principal	711/1,185
Class I. Principal	474
Class II. Principal	355
Class III. Head Master	237

Upon appointment a Special Class Principal shall be paid an annual allowance of \$711 and shall receive an annual allowance of \$1,185 after twelve months' service as a Special Class Principal.

Provided that a Special Class Principal appointed prior to 1st January, 1971, shall receive an annual allowance of \$1,185 after twelve months' service as a Special Class Principal.

9. (a) Qualifications for promotion to Special Class, Class I. and Class II. shall be as prescribed under Regulations 6 and 7 of the Teaching Service (Teachers Tribunal) Regulations.

(b) Commencing and terminating salaries to be paid to Class III. teachers shall be determined as follows:—

- (i) Teacher with an approved University Degree or the Fellowship Diploma of Art (or equivalent) together with an approved course of teacher training. Scale A, Subdivisions 1-5 inclusive.
- (ii) Teacher with an approved University Degree with honours or an approved post graduate qualification, together with an approved course of teacher training. Scale A, Subdivisions 2-5 inclusive.
- (iii) Teacher with an approved course of training of four or more years' duration. Scale B, Subdivisions 4-12 inclusive.
- (iv) Teacher with an approved course of training of three years' duration. Scale B, Subdivisions 3-11 inclusive.
- (v) Teacher with any other approved course of training. Scale B, Subdivisions 1-11 inclusive.

Provided that subject to satisfactory service a teacher who has completed twelve months' service on Subdivision 5 of Scale A shall be paid annual gratuities to raise his remuneration to the rates prescribed for Class II.

(c) Commencing and terminating salaries to be paid to Class III. teachers with incomplete courses of teacher training shall be determined as follows:—

Prescribed Length of Teacher Training Course.	Scale B Subdivisional Range.
Four years or more	3-11
Three years	2-10

A teacher with an incomplete training course of less than three years' duration shall be paid the salary of Subdivision 1 of Scale B for the first two years and thereafter progress by annual increments to Subdivision 10.

10. In addition to the provisions of Clause 1 of Regulation 4 of the Teaching Service (Teachers Tribunal) Regulations, before being eligible for promotion to Class II. a Class III. teacher shall be in receipt of a salary not less than that prescribed for Subdivision 4 of Scale A or Subdivision 6 of Scale B.

PART III.—SECONDARY SCHOOLS DIVISION.

11. (a) The following shall be the classes and rates of salaries of teachers in the Secondary Schools Division:—

Class	Subdivisions.												
	1	2	3	4	5	6	7	8	9	10	11	12	
Principal	\$9,299	9,537	10,011	10,366	(Principal of school—confirmed enrolment of 500 or more pupils)								
	\$8,589	8,944	(Principal of school—confirmed enrolment of fewer than 500 pupils)										
	\$8,589	8,944	(Deputy Principal)										
Senior Teacher	\$7,463	7,997	8,352										
Senior Assistant													
Scale A	\$6,278	6,694	7,049	7,404									
Scale B	\$5,272	5,509	5,864	6,338	6,871								
Assistant													
Scale A	\$4,561	4,799	5,035	5,390	5,746	6,101	6,456	6,812					
Scale B	\$3,495	3,672	3,851	4,087	4,325	4,561	4,799	5,035	5,272	5,509	5,746	5,983	

(b) There shall be interim classes with rates of salaries as follows:—

	Salary.
	\$
Interim Special Class	8,352/8,589
Interim Class I.	
Scale A	7,997
Scale B	7,463
Interim Class II.	
Scale A	6,930
Scale B	6,456

12. (a) Service in the Principal Class, either as a Principal or as a Deputy Principal, shall be counted for purposes of subdivisinal progression within the lower salary range.

(b) The confirmed enrolment of a school shall determine the remuneration of the Principal thereof, but in the event of any school having a reduced enrolment requiring a reduction in salary, the salary rate shall not be adjusted until the position is vacated.

(c) Notwithstanding other provisions in this Part, Principals and Deputy Principals appointed prior to 1st January, 1971, shall receive, after a minimum of one year's service as Principal or Deputy Principal, the nearest higher salary of the appropriate range and, where applicable, will be eligible for annual subdivisinal progression to the maximum of that range.

Provided that Principals of schools which attain a confirmed enrolment of 600 or 900 in February, 1971, shall be remunerated at the rate of \$9,537 and \$10,366 respectively from 1st January, 1971.

Provided further that no Principal shall have his salary reduced by the operation of this clause.

13. (a) Notwithstanding the provisions of clause 11, the Principal of the Correspondence School shall be paid a salary commensurate with that paid to the Principal of a Secondary School with a confirmed enrolment of 500 pupils.

(b) Notwithstanding the provisions of clauses 14, 15 and 16, the staff of the Correspondence School shall be as determined from time to time by the Tribunal.

14. (a) Deputy Principals shall be appointed to schools having a confirmed enrolment of 500 or more pupils.

(b) If, by a reduction of confirmed enrolment a school loses its entitlement under sub-clause (a), the position of Deputy Principal shall be adjusted as soon as practicable.

15. (a) The number of Senior Teachers to be appointed shall be in accordance with the following table:—

Grouping.	Confirmed Enrolment.	Number.
A	1,100 and above	6
	900-1,099	5
B	800-899	4
	600-799	3
C	400-599	2
D	300-399	1

Provided that the number appointed to a specific school may vary in accordance with need, but the total number appointed to all schools of a particular grouping shall not exceed the product of the number of schools within the grouping and the authorized number of Senior Teachers approved for schools within that group.

(b) In the event of any school having a reduced enrolment which necessitates re-grouping, the entitlement of Senior Teachers of that school shall be reduced in accordance with the provisions of this clause.

16. (a) Senior Assistants shall be appointed in accordance with the subject needs or other special requirements of a school. Appointments shall be made in accordance with the following table:—

Grouping.	Confirmed Enrolment.	Number.
A	1,100 and above	12
	1,000-1,099	10
	900-999	9
B	800-899	8
	600-799	7
C	400-599	5
D	300-399	3
	Below 300	2

Provided that the number appointed to a specific school may vary in accordance with need, but the total number appointed to all schools of a particular grouping shall not exceed the product of the number of schools within the grouping and the authorized number of Senior Assistants approved for schools within that group.

(b) In the event of any school having a reduced enrolment which necessitates re-grouping, the entitlement of Senior Assistants at that school shall be reduced in accordance with the provisions of this clause.

17. (a) Qualifications for promotion to Principal Class, Senior Teacher Class and Senior Assistant Class shall be as prescribed for Special Class, Class I. and Class II. respectively, under Regulation 8 of the Teaching Service (Teachers Tribunal) Regulations.

(b) Commencing and terminating salaries to be paid to Assistant Class teachers shall be determined according to qualifications as follows:—

(i) Approved course of teacher training and an approved University Degree or a Fellowship Diploma of Art or equivalent. Scale A, Subdivisions 1-8 inclusive.

(ii) Approved course of teacher training and an approved University Degree with honours or approved post-graduate qualifications. Scale A, Subdivisions 2-8 inclusive.

(iii) Approved courses of teacher training:—

Length of Training Course.	Scale B. Subdivisional Range.
One year	1-8 inclusive
Two years	2-9 inclusive
Three years	3-11 inclusive
Four years or more	4-12 inclusive

(iv) Approved courses of teacher training—incomplete—

Prescribed Length of Training Course.	Scale B. Subdivisional Range.
Three years	2-10 inclusive
Four years or more	3-11 inclusive

(v) Approved University Degree or a Fellowship Diploma of Art or equivalent with incomplete teacher training—
Scale B—Subdivisions 5–11 inclusive.

Approved University Degree with honours or approved post-graduate qualifications with incomplete teacher training—
Scale B—Subdivisions 6–11 inclusive.

18. On appointment as Senior Teacher a teacher formerly on Scale A in the Senior Assistant Class shall be placed on Subdivision 2 of the Senior Teacher range.

19. (a) In addition to the provisions of clause 1 of Regulation 4 of the Teaching Service (Teachers Tribunal) Regulations, before being eligible for promotion to Senior Assistant an Assistant shall be in receipt of a salary not less than that prescribed for Subdivision 4 of Scale A or Subdivision 6 of Scale B.

(b) On appointment as Senior Assistant, rates of salary shall be paid in accordance with the following table:—

Scale A.		Scale B.	
Salary Subdivision as an Assistant immediately prior to appointment.	Salary Subdivision as a Senior Assistant.	Salary Subdivision as an Assistant immediately prior to appointment.	Salary Subdivision as a Senior Assistant.
4	1	6	1
5	2	7	2
6	3	8	3
7	4	9	3
8	4	10, 11, or 12	4

20. General Provisions Regarding Interim Class Teachers.

(a) Interim Special Class teachers shall be paid as follows:—

Principals and Vice-Principals	\$8,589
Other	\$8,352

Provided that a Principal shall be paid a gratuity to raise his total emolument to an amount equivalent to that prescribed in clause 11.

Provided also that a Vice-Principal shall be paid a gratuity to raise his total emolument to \$8,944 after a minimum of one year's satisfactory service in the Special Class or in the Interim Special Class or a combination of these two classes.

These gratuities shall be paid until such time as a Principal class appointee assumes the duties of the position.

(b) An Interim Class I. teacher shall, on appointment as Senior Teacher, be placed on the salary appropriate to his qualifications as given hereunder—

Scale A—\$8,352	Scale B—\$7,997
-----------------	-----------------

(c) An Interim Class II. teacher shall, on appointment as Senior Assistant, receive the salary appropriate to his qualifications as given hereunder—

Scale A—\$7,404	Scale B—\$6,871
-----------------	-----------------

(d) (i) An Interim Class II. teacher shall be deemed senior to an Assistant.

(ii) An Interim Class I. teacher shall be deemed senior to a Senior Assistant.

PART IV.—TECHNICAL SCHOOLS DIVISION.

21. (a) The following shall be the classes and rates of salaries of teachers in the Technical Schools Division:—

Class.

Special A—\$10,780

Special B—\$8,411/8,647/9,240/9,892

Subdivisions.

	1	2	3	4	5	6	7	8	9	10	11	12
Senior Teacher (Head of Department, Grade I., Senior Master/Mistress, Grade I.)	\$7,463	7,997	8,352									
Senior Assistant (Head of Department, Grade II., Senior Master/Mistress, Grade II.)												
Scale A	\$6,278	6,694	7,049	7,404								
Scale B	\$5,272	5,509	5,864	6,338	6,871							
Assistant												
Scale A	\$4,561	4,799	5,035	5,390	5,746	6,101	6,456	6,812				
Scale B	\$3,495	3,672	3,851	4,087	4,325	4,561	4,799	5,035	5,272	5,509	5,746	5,983

(b) There shall be Interim Classes with rates of salaries as follows:—

Interim Class I.

	Salary.
Scale A	.. .. . \$7,997
Scale B	.. .. . \$7,463

Interim Class II.

Scale A	.. .. . \$6,930
Scale B	.. .. . \$6,456

22. Technical schools shall be of three grades. The following schools shall be designated Grade A:—

Box Hill (Boys), Brighton, Corio, Dandenong, Essendon, Frankston, Geelong West, Glenroy, Mildura, Moorabbin, Noble Park, Oakleigh, Richmond, Ringwood, Sale, Sandringham, Sebastopol, Sunshine, Wangaratta and Warrnambool Technical Schools, Collingwood and Shepparton Technical Colleges, Balcombe Army Apprentices School, Emily McPherson College of Domestic Economy, and Melbourne School of Printing and Graphic Arts.

Other schools which have a confirmed enrolment of 400 pupils or more shall be designated Grade B.

Provided that the operation of this clause shall not affect any school currently designated Grade B.

Schools with an enrolment of fewer than 400 pupils shall be designated Grade C.

23. The numbers and classifications of staff for each school within any grade shall be in conformity with a staffing schedule approved by the Tribunal.

24. (a) Principals of Technical Schools shall be Special Class A or B and paid at the rates prescribed for the Special Class as follows:—

Grade of School.	Class and Salary.
A	.. .. . Special A \$10,780
B	.. .. . Special B \$9,240/9,892
C	.. .. . Special B \$8,647

Provided that the Principal of a Grade B school shall be paid at the rate of \$9,892 after one year's satisfactory service either as the Principal of this grade of school or as a Vice-Principal who has been in receipt of a salary at the rate of \$9,240 a year.

(b) A Principal classified in Special B shall receive the salary appropriate to the grading of the school, but in the event of a reduction in the enrolment of any school necessitating a re-grading, the Principal's salary shall not be adjusted until he vacates the position.

25. (a) Vice-Principals shall be appointed to Grade A and B schools only. Vice-Principals shall be paid in accordance with the rates prescribed for Special B Class as follows:—

<i>Grade of School.</i>		<i>Class and Salary.</i>	
A	.. .. .	Special B	\$8,647 or \$9,240
B	.. .. .	Special B	\$8,647

(b) In the event of the Tribunal re-grading a school to Grade A the classification of the Vice-Principals to be appointed shall be as determined by the Tribunal on the recommendation of the Committee of Classifiers.

(c) In the event of any school being reduced in grading the positions of Vice-Principal within the school shall be adjusted as soon as practicable.

26. Special Class Assistants engaged on work of a tertiary nature shall be paid a salary of \$8,411.

27. On appointment as Senior Teacher a teacher formerly on Scale A in the Senior Assistant Class shall be placed on Subdivision 2 of the Senior Teacher range.

28. Subject to the approval of the Tribunal, a Senior Assistant designated as a Senior Master or Senior Mistress in a Grade C school shall receive an allowance of \$237.

29. (a) In addition to the provisions of Clause 1 of Regulation 4 of the Teaching Service (Teachers Tribunal) Regulations, before being eligible for promotion to Senior Assistant an Assistant shall be in receipt of a salary not less than that prescribed for Subdivision 4 of Scale A or Subdivision 6 of Scale B.

(b) On appointment as Senior Assistant, rates of salary shall be paid in accordance with the following table:—

<i>Scale A.</i>		<i>Scale B.</i>	
<i>Salary Subdivision as an Assistant immediately prior to appointment.</i>	<i>Salary Subdivision as a Senior Assistant.</i>	<i>Salary Subdivision as an Assistant immediately prior to appointment.</i>	<i>Salary Subdivision as a Senior Assistant.</i>
4	1	6	1
5	2	7	2
6	3	8	3
7	4	9	3
8	4	10, 11, or 12	4

30. *General Provisions Regarding Interim Class Teachers.*

(a) (i) A teacher who, prior to the 17th November, 1968, held a position as Class I. Principal, Vice-Principal, Head Master or Head Mistress shall continue in this capacity until a Special Class appointment is made, and during this period shall receive a gratuity of such amount as shall raise the total emolument to \$8,647.

Any such teacher who fails to obtain a Special Class appointment and remains in the Interim Class I. shall receive, while in that class, a gratuity of such amount as shall raise his total emolument to \$8,352 until his position is adjusted by his appointment to Senior Teacher Class or to Special Class.

(ii) A teacher who, prior to the 17th November, 1968, was appointed as a Senior Assistant or Head Master of a Class I. school and was in receipt of the prescribed responsibility allowance shall continue in this capacity until a Senior Assistant appointment is made, and during this period shall receive a gratuity at the rate of \$416.

(b) An Interim Class I. teacher shall, on appointment as Senior Teacher, be placed on the salary appropriate to his qualifications as given hereunder:—

Scale A—\$8,352 Scale B—\$7,997

(c) An Interim Class II. teacher shall, on appointment as Senior Assistant, receive the salary appropriate to his qualifications as given hereunder:—

Scale A—\$7,404 Scale B—\$6,871

(d) (i) An Interim Class II. teacher shall be deemed senior to an Assistant.

(ii) An Interim Class I. teacher shall be deemed senior to a Senior Assistant.

31. (a) The qualifications required for appointment as Special, Senior Teacher or Senior Assistant Class shall be as prescribed for Special Class, Class I. and Class II. respectively, by Regulation 9, Teaching Service (Teachers Tribunal) Regulations.

(b) The qualifications required for payment under Scale A shall be:—
An approved University Degree together with an approved course of teacher training.

or

A Fellowship Diploma of Art (or equivalent) together with an approved course of teacher training.

or

A four or five year Technical College Diploma in Engineering, Chemistry or Architecture, or a four or five year Technical College Diploma in Physics, an Applied Science or Mathematics as approved by the Tribunal, together with:—

The Trained Technical Teacher's Certificate

or

The Trained Trade Instructor's Certificate

or

The Trained Technician Instructor's Certificate

or

An approved course of teacher training together with suitable industrial experience as approved by the Tribunal.

All other classified teachers shall be placed on Scale B.

(c) To progress beyond Subdivision 11 on Scale B a teacher shall possess one of the following qualifications:—

Trained Technical Teacher's Certificate, the course for which included a Technical College Diploma not specified in sub-clause (b).

Trained Trade Instructor's Certificate.

Trained Technician Instructor's Certificate.

Trained Secondary Teacher's Certificate with approved fourth year of study.

32. (a) Upon completion of a course of training at a Teachers' College or an approved institution for the training of teachers, the holder of a studentship shall be placed in the Assistant Scale and range of subdivisions appropriate to his qualifications as given below:—

Course.	On Successful Completion.		If the Course is Incomplete.	
	Scale.	Subdivisional Range (Incl.).	Scale.	Subdivisional Range (Incl.).
<i>Trained Technical Teacher's Certificate—</i>				
(a) (i) including a three year diploma ..	B	5-12	B	4-11
(ii) including a 4 or 5 year diploma other than those specified in (b)	B	6-12	B	5-11
(b) including a four or five year diploma in Engineering, Chemistry or Architecture, or a four or five year diploma in Physics, an Applied Science or Mathematics as approved by the Tribunal ..	A	1-8	B	5-11
(c) including a three year degree ..	A	2-8	B	5-11
(d) including a four year degree either on extension or otherwise ..	A	2-8	B	5-11
<i>Trained Trade Instructor's Certificate ..</i>	B	6-12	B	5-11
<i>Trained Technician Instructor's Certificate ..</i>	B	6-12	B	5-11

Provided that:—

- (i) A student who has completed the course for the Trained Technical Teacher's Certificate but whose industrial experience was limited to one year shall—
 - (a) if eligible for Scale A, remain on the first subdivision of that scale for two years.
 - (b) if eligible for Scale B, be placed one subdivision lower on that scale.
 - (ii) the commencing salary of a student who had approved trade or technical qualifications and experience prior to the award of a studentship shall be determined by the Tribunal.
- (b) For other than holders of technical studentships, the commencing and terminating salaries to be paid to the Assistant Class shall be determined according to qualifications as follows:—

- (i) An approved University Degree together with an approved course of teacher training;

or

A Fellowship Diploma of Art (or equivalent) together with an approved course of teacher training;

or

A four or five year Technical College Diploma in Engineering, Chemistry or Architecture, or a four or five year Technical College Diploma in Physics, an Applied Science or Mathematics as approved by the Tribunal, together with:—

The Trained Technical Teacher's Certificate

or

The Trained Trade Instructor's Certificate

or

The Trained Technician Instructor's Certificate

or

An approved course of teacher training together with suitable industrial experience as approved by the Tribunal—

Scale A, Subdivisions 1-8 inclusive.

- (ii) Approved course of teacher training and an approved University Degree with honours or approved post-graduate qualifications—Scale A, Subdivisions 2-8 inclusive.

- (iii) Approved courses of teacher training—

<i>Length of Training Course.</i>	<i>Scale B Subdivisional Range.</i>
One year	1-8 inclusive
Two years	2-9 inclusive
Three years	3-11 inclusive
Four years or more	4-12 inclusive

PART V.—TEMPORARY TEACHERS.

- 33. (a) The following shall be the rates of salaries of temporary teachers:—

	<i>Subdivisions.</i>											
	1	2	3	4	5	6	7	8	9	10	11	12
Scale A	\$4,561	4,799	5,035	5,390	5,746	6,101	6,456					
Scale B	\$3,317	3,495	3,672	3,851	4,087	4,325	4,561	4,799	5,035	5,272	5,509	5,746

(b) The commencing and terminating salaries on the relevant scales shall be as follows:—

Qualification	Scale	Subdivisional Range (inclusive)
(i) A four or five year Technical College Diploma in Engineering, Chemistry or Architecture, or a four or five year Technical College Diploma in Physics, an Applied Science or Mathematics as approved by the Tribunal, together with :— The Trained Technical Teacher's Certificate or The Trained Trade Instructor's Certificate or The Trained Technician Instructor's Certificate or An approved course of teacher training together with suitable industrial experience as approved by the Tribunal	A	1-7
(ii) Approved course of teacher training and— Approved University degree or Fellowship Diploma of Art	A	1-7
Approved University degree with honours or approved post-graduate qualification	A	2-7
(iii) Approved course of teacher training (inclusive of related academic studies)— Of 4 or more years' duration	B	5-12
Of 3 years' duration	B	4-11
Of less than 3 years' duration	B	2-10
(iv) Approved course of teacher training and— Trade Course together with 5 years' approved industrial experience	B	7-12
(v) Without approved course of teacher training— Approved University subjects— Minimum of 4	B	2-10
6	B	3-11
8	B	5-11
Approved University degree	B	6-12
Approved University degree with honours or approved post-graduate qualification	B	7-12
Trade course together with 5 years' approved industrial experience or Technical College Certificate course with 6 years' approved industrial experience ..	B	6-11
Technical College Diploma of 4 years' duration post Leaving	B	6-12
Technical College Diploma of 3 years' duration post Leaving	B	3-11
Technical College Diploma of 2 years' duration post Leaving	B	2-10
Matriculation or equivalent	B	1-5

(c) A temporary teacher appointed subsequent to 16th November, 1968, shall receive his next subdivisional promotion on the second anniversary of his appointment and further subdivisional promotion on each subsequent anniversary.

This provision shall not prevent salary adjustments in respect of additional qualifications and shall be read in conjunction with the provisions of sub-clause 41 (b).

(d) A temporary teacher, whose services have been terminated through no fault of his own and who is subsequently re-employed within a period of twelve months from the date of such termination, shall be reappointed to the salary subdivision he occupied at the time of termination and shall be eligible for a further increment after a total of twelve months' satisfactory service on that salary subdivision.

Provided that his progression conforms with the provisions of sub-clause (c) of this clause.

(e) A temporary teacher employed half-time or more per fortnight shall be paid the appropriate proportional rates of prescribed annual salary, and, where applicable, proportionate remote school allowance.

(f) A temporary teacher employed less than half-time per fortnight shall be regarded as a casual teacher and paid at the rates specified in sub-clauses (g) and (h) of this clause.

(g) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the fixed rate of \$15.50 for each day of actual teaching duty.

Provided that in special cases, approved by the Director-General, the period of service may be extended beyond thirty school days.

(h) A temporary teacher appointed to meet a sudden emergency, who is employed for a session only in a school day, shall be paid \$7.75.

(i) A temporary teacher employed part-time as an instructor in special classes shall be paid \$10.05 a session.

PART VI.—STUDENTS IN TRAINING.

34. (a) Students in training shall be paid the following allowances:—

YEAR OF COURSE.				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$

Students living at home.

1,338	1,338	1,584	1,747	1,747
-------	-------	-------	-------	-------

Students living away from home.

1,409	1,409	1,654	1,818	1,818
-------	-------	-------	-------	-------

Students having a wife or child wholly dependent.

2,416	2,416	2,416	2,416	2,416
-------	-------	-------	-------	-------

Provided that graduates or undergraduates recruited as students in training for the purpose of completing an approved university course or courses shall be paid the rates set out hereunder. These rates shall not apply unless the student has completed at least the first year of the approved course other than as a student in training of the Education Department.

Completed year of course at date of recruitment.	YEAR OF COURSE.			
	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$

Students without dependants.

1st	1,731	1,969	2,128	2,128
2nd		2,403	2,562	2,562
3rd			3,074	3,180
4th				3,639

Students having a wife or child wholly dependent.

1st	2,367	2,367	2,367	2,367
2nd		2,801	2,801	2,801
3rd			3,313	3,313
4th				3,639

Provided further that any student recruited after completing an approved university degree other than as a student in training of the Education Department shall be paid an allowance of not less than \$3,180.

The term "year of course" in this clause means recognized year of training in a teachers' college or year in the appropriate University Calendar.

(b) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from 1st January of that year.

(c) Students in training who have been admitted by the Director-General to the second, third, fourth or fifth year of any approved course shall be eligible to receive the allowance appropriate to the year of the course in which they are engaged.

(d) Notwithstanding anything contained elsewhere in this clause, students following the course for the Trained Technical Teacher's Certificate shall receive allowances as follows:—

(i) While undertaking full time training:

Year of Diploma Course.	Students living at home.	Students living away from home.
2nd and 3rd	\$1,338	\$1,409
4th and 5th	\$1,584	\$1,654
Year of University Course.		
3rd	\$1,584	\$1,654
4th and 5th	\$1,747	\$1,818

Provided that such student who has a wife or child wholly dependent shall be paid an allowance of \$2,416.

(ii) While undertaking " sandwich course ":

Students living at home.	Students living away from home.
\$1,046	\$1,094

(iii) While undertaking approved industrial experience—\$218.

(e) Students following the course for the Trained Technical Teacher's Certificate shall, at the beginning of the final year of the course, be appointed to a school and paid allowances, being the equivalent of the salary of an Assistant on Scale B as shown on the following table:—

	Subdivision.
If the course included a three-year diploma	2
If the course included a four-year diploma	3
If the course was extended and included a university degree	4

Provided that in the case of a student whose course included a three or four year diploma but whose industrial experience was limited to one year, the subdivision shall be reduced by one.

(f) Students for the Trained Secondary Teacher's Certificate whose courses are extended to enable them to gain approved industrial experience shall during each year of such experience receive an allowance of \$109.

PART VII.—SEWING MISTRESSES.

35. Sewing Mistresses shall be paid the following rates:—

Years of Service.			
1	2	3	4
\$1,244	1,303	1,363	1,421

A Sewing Mistress employed part-time shall be paid at the rate appropriate to her years of service and proportionate to the time actually worked by her.

PART VIII.—INSTRUCTORS IN ADULT MIGRANT EDUCATION.

36. (a) The following rates of salary shall be paid:—

Supervisor of Migrant Education	\$7,404
Instructor in Charge	\$5,628
Organizer, Continuation classes; Organizer, Correspondence Tuition	

Subdivisions.

1	2	3
\$4,916	5,093	5,390

Instructor

Subdivisions.

1	2	3	4	5	6	7	8	9
\$3,495	3,672	3,851	4,087	4,325	4,561	4,799	5,035	5,272

(b) Instructors who do not possess the qualifications required for appointment to a classified position in the Victorian Education Department shall not proceed beyond Subdivision 4 of the Instructor scale.

Provided that, if special circumstances exist, the Tribunal may, on the recommendation of the Director-General, determine that any such Instructor proceed to a specified subdivision beyond Subdivision 4.

(c) The commencing salary shall be subject to the following:—

- (i) For every two years' experience, approved by the Director-General, such salary shall be increased by one increment;
- (ii) In the event of the remainder of such experience exceeding twelve months, the period in excess of such twelve months shall be regarded as approved service for the purpose of payment of increment.

37. Part-time tutors engaged in correspondence work shall be paid at the rate of 27 cents for correcting each preliminary lesson booklet and \$1.01 for correcting each lesson booklet in the course "Learning English".

38. When "time off" in lieu of duty in excess of 38 hours a week cannot be granted, such excess time shall be paid at the overtime rate of \$4.55 an hour.

This rate shall apply to teachers engaged in Continuation Classes in English for Adult Migrants.

PART IX.—MISCELLANEOUS ALLOWANCES.

39. In addition to the salaries prescribed in Parts I.—V. of these Regulations, allowances shall be paid as prescribed hereunder:—

(a) *Teachers Temporarily Transferred.*

	\$
A teacher temporarily transferred to the position of:	
(i) Recruitment Officer	275
(ii) Welfare Officer	275
(iii) Information Assistant	205
(iv) Curriculum Assistant	205
(v) Research Assistant	205
(vi) Assistant to Recruitment Officer	137
(vii) Assistant Supervisor of School Forestry	137
(viii) Assistant to Welfare Officer	137

(b) *Teachers Engaged in the Training of Students.*

\$225 a year or \$75 a term.

Provided that this allowance shall not be paid to Professional Officers, Principals of the Special and Principal Classes, and teachers in receipt of a gratuity in respect of employment in tertiary teaching.

(c) *Teachers in Special Schools.*

Teachers in Special Schools and in Special Classes as defined in sub-clauses 1 (b), (d) and (h) of Regulation 17 Teaching Service (Teachers Tribunal) Regulations—\$225.

Provided that such teachers who are also engaged in the training of students shall receive an allowance of \$300.

Provided further that the provisions of this sub-clause shall not apply to Principals of the Special Class.

(No teacher shall be paid more than one of the allowances specified in sub-clauses (b) and (c).)

(d) *Relieving Teachers.*

	\$
State-wide relievers	620
Country district relievers	360
Metropolitan relievers	180

(e) *Members of the Teaching Service in Remote Schools.*

Remote allowances may be paid to members in schools determined by the Tribunal as remote.

Category	Married member or widow with dependent child	Unmarried member
	\$	\$
A	125	75
B	75	45

Provided that, except with the approval of the Tribunal, no allowance shall be paid to married women members.

(f) *Teachers Undertaking Overtime.*

	<i>Per two-hour session.</i>
Group 1 subjects	\$9.05
Group 2 subjects	\$11.30
Group 3 subjects	\$13.60

The grouping of the various subjects of instruction shall be as determined by the Tribunal.

(g) *Teachers Employed as Lecturers.*

Teachers who are employed as lecturers to conduct approved classes, courses or vacation schools—\$6.80 an hour.

40. *Higher Duties.*

(a) Where a member of the Teaching Service is assigned the duties of any position carrying a higher remuneration than that applicable to his permanent position, and the Tribunal has consented to such duties being so assigned for a period of one month or longer, he shall be paid a higher duties allowance in accordance with this clause.

(b) A member assigned to a position carrying a total remuneration not exceeding \$10,780 a year shall be paid the allowance at the rate of ten per cent. of his base salary and, in addition, any allowances attributable to the position to which he has been assigned.

Provided that such higher duties allowance, together with any allowances attributable to the position, shall not exceed the minimum he would receive if appointed to the position.

(c) A member assigned to a position carrying a total remuneration in excess of \$10,780 a year shall be paid a higher duties allowance as determined by the Tribunal.

(d) Where a member temporarily occupies a higher position, but does not perform the whole of the duties usually performed by the holder of that position he may be paid such allowance as may be determined by the Tribunal.

(e) "Base salary" in this clause means the amounts payable under clauses 5, 7, 8, 11, 12, 20, 21, 24, 25, 26, 30 and 36 of these Regulations.

PART X.—GENERAL PROVISIONS.

41. (a) A teacher who is transferred from one division to another shall be classified in a subdivision corresponding to his previous classification and shall be eligible for any subsequent increment at the date of his former entitlement.

Provided that if a teacher is transferred to a position above the lowest class his salary subdivision and incremental date shall be determined by the Tribunal.

(b) The commencing salary of a teacher shall, subject to the approval of the Director-General, for every two years of teaching experience and appropriate industrial experience in excess of the minimum required be increased by one increment. In the event of any part of such experience for which no benefit is given under this sub-clause, being in excess of twelve months, the period in excess of twelve months shall be regarded as service for the purpose of progression to the next subdivision.

(c) Any teacher who acquires additional qualifications subsequent to appointment may have his salary re-assessed. Unless otherwise determined by the Tribunal, any resulting adjustment shall be effective from a date not earlier than the 1st January of the year following the gaining of such qualifications.

It shall be the responsibility of a teacher to make application for increased salary payable for qualifications held. Payment shall not be approved from a date prior to the 1st January of the year in which application is made, regardless of the date on which such qualifications were acquired.

(d) A teacher who—

- (i) is appointed from a temporary to a classified position; or
- (ii) qualifies for payment under Scale A

shall receive the nearest higher salary to that which he was receiving, or due to receive, at the effective date of the adjustment and shall be eligible to receive subdivisional promotion on the anniversary thereof.

Subject to any entitlement for qualifications held, no teacher shall receive the benefit of both paragraphs (i) and (ii) hereof, within any period of two years.

(e) A teacher who qualifies for a higher range within Scale B shall be paid the appropriate minimum salary if this entails an increase and shall be eligible for subdivisional promotion on the anniversary of the adjustment.

Subject to any entitlement for qualifications held, no teacher shall receive a salary increase under this sub-clause and a benefit under sub-clause (d) (i), within any period of two years.

(f) Assistants who—

- (i) were in receipt of the maximum salary of the former Class IV. as at 1st January, 1968; or
- (ii) were promoted to the former Class III. with effect from either 1st January, 1968, or 1st January, 1969

shall be paid a salary or total emolument in accordance with Schedule "A" of these Regulations;

- (iii) progressed to the maximum salary of the former Class IV. subsequent to 1st January, 1968, shall proceed through the Assistant's range, retaining the incremental date previously applicable;
- (iv) were promoted to the former Class III. with effect from any date prior to 1st January, 1968, shall be eligible to proceed to Subdivision 11, Scale B, regardless of qualifications held.

(g) Assistants who were in receipt of a salary of the final subdivision of the former Class III. as at 1st January, 1968, shall be deemed to have an incremental date of 1st January.

(h) The Tribunal shall determine the scale and range of subdivisions appropriate to qualifications for which specific provision is not made in these Regulations.

42. A teacher appointed as a principal by the appropriate Committee of Classifiers shall be remunerated as follows:—

(a) Where he is located at the school concerned from the commencement of the school year—

- (i) If appointment becomes effective before 1st March—salary and allowances appropriate to the position from 1st January.
- (ii) If appointment becomes effective at any date on or after 1st March—salary and allowances appropriate to his former position from 1st January until the appointment becomes effective;

or

if his former remuneration exceeds that applicable to the position to which he has been appointed—salary and allowances appropriate to the position from 1st January.

(b) Where he is engaged in duties not connected with the school to which he has been appointed—Remuneration as determined by the Tribunal.

W. E. SAMPSON,
Chairman.

R. W. STEBBINS, Acting Secretary.

Office of the Teachers Tribunal,

Melbourne, 31st December, 1970.

SCHEDULE "A".

Operative Dates	Assistants in receipt of the maximum salary of the former Class IV as at 1.1.68			Assistants promoted to the former Class III 1.1.69		Assistants promoted to the former Class III 1.1.68			
	Scale A		Scale B	Scale A	Scale B	Scale A		Scale B	
	\$	\$	\$	\$	\$	\$	\$	\$	\$
16.11.68..	4,081 / 4,183 / 4,267	3,851 / 3,935	3,997 / 4,081	..	..	4,288	4,392 / 4,474	4,060 / 4,142	4,206 / 4,288
17.11.68..	4,550	4,250	4,450	..	..	4,550	4,850	4,450	4,650
1.1.69..	4,850	4,450	4,650	4,850	4,650	4,850	5,150	4,650	4,850
1.7.69..	..	..	..	..	..	5,150	5,450	4,850	5,050*
1.10.69..	..	..	..	5,150	4,850	..	..	..	..
28.12.69..	4,996	4,584	4,790	5,305	4,996	5,305	5,614	4,996	5,202*
1.1.70..	5,305	4,790	4,996	..	..	..	..	..	..
1.7.70..	..	..	..	..	..	5,614	5,923	5,202*	..
1.10.70..	..	..	..	5,614	5,202*	..	..	..	..
1.1.71..	6,091	5,421	5,644*	..	..	..	..	..	..
10.1.71..	6,456	5,746	5,983*	..	..	..	..	..	..
1.7.71..	..	..	..	..	..	6,812	..	..	..
1.10.71..	..	..	..	6,812	..	..	..	..	..
1.1.72..	6,812	5,983*	..	..	..	..	..	..	..

* Subject to eligibility as to qualifications.

[457]



VICTORIA
GOVERNMENT GAZETTE

Published by Authority

No. 151

FRIDAY, FEBRUARY 19

[1971

LIST OF FERTILIZERS

Registered at the Office of the Director of Agriculture
under the *Fertilizers Act* 1958 (No. 6250)
for the year 1971.

LIST OF AGRICULTURAL LIMES REGISTERED AT THE OFFICE OF THE DIRECTOR OF AGRICULTURE UNDER THE AGRICULTURAL LIME ACT 1958 (No. 6196) FOR THE YEAR 1970.

General Description.	Brand.	Calcium Oxide.	In the Form of—	Equivalent to Calcium Carbonate.	Magnesium Oxide.	In the Form of—	Degree of Fineness.	Price per ton in 11-ton Lots*			Manufacturer.
							Material Passing through a 20-mesh Sieve.	In bags supplied by manufacturer	In bags supplied by purchaser	Supplied in bulk only.	
		%		%	%		%	\$	\$	\$	
Ground Burnt Agricultural Lime	Lilydale ..	80.0	Mainly oxide hydrate, and carbonate	142.86	8.00	Mainly oxide hydrate, and carbonate	60.00	18.00	..	..	David Mitchell Estate Ltd., 422 Swan-street, Richmond
Agricultural Lime ..	Cave Hill ..	56.00	..	100.00	6.00	Mainly oxide Carbonate	58.00	9.00	..	..	" " " "
" " ..	Nelsons ..	31.2	Carbonate	55.6	0.6	..	77.00	..	..	5.00	P. N. Nelson, Nowa Nowa
Ground Limestone	Bairnsdale ..	42.0	..	75.6	0.3	..	90.0	..	..	5.25	Calcimo Pty. Ltd., Willung South
" " ..	Sale ..	40.5	..	72.0	0.80	..	90.0	..	..	5.60	" " " "
" " ..	Sale No. 1 ..	40.5	..	72.0	0.80	..	75.0	..	..	4.85	" " " "
" " ..	Willung ..	45.0	..	81.0	0.90	..	87.0	..	..	6.00	" " " "
" " ..	Promontory ..	38.6	..	68.5	0.20	..	90.0	..	..	4.00	" " " "
" " ..	Ten Mile ..	27.2	..	47.5	1.8	..	90.0	..	..	4.50	" " " "
" " ..	G.P.L. ..	50.4	..	90.0	1.5	..	80.0	..	..	5.75	Green Pasture Lime Company Pty. Ltd., 31 King-street, Melbourne
" " ..	Glencoe ..	40.0	..	72.0	..	..	75.0	..	..	5.00	Glencoe Lime Co., Dutton
" " ..	Heywood ..	49.0	..	88.0	0.7	..	93.0	5.25	6.50	4.50	Heywood Lime Works Pty. Ltd., Kentbruck-road, Heywood
" " ..	Lara ..	40.0	..	70.0	1.00	..	80.0	7.50	6.00	..	Lara Fertilizer and Lime Co., Lara
" " ..	Darriman ..	43.7	..	77.7	0.3	..	91.0	..	..	4.00	E. G. & A. J. Leighton, 15A Macarthur-street, Sale
" " ..	Macarthur ..	49.5	..	88.2	0.5	..	87.0	..	6.30	5.70	Macarthur Lime Co., Macarthur
" " ..	Clifton Park ..	36.0	..	64.2	0.32	..	64.7	..	..	5.00	B. A. Martin, Clifton Park, Wy Yung
" " ..	Seagull ..	50.40	..	90.00	0.60	..	80.00	..	..	6.50	Mineral Industries Pty. Ltd., 127 Collins-street, Melbourne
" " ..	Lilydale ..	45.50	..	81.25	6.80	..	92.00	8.50	..	..	David Mitchell Estate Ltd., 422 Swan-street, Richmond
" " ..	Portland ..	47.70	..	85.1	0.34	..	85.5	..	4.50	4.20	Portland Limestone Co., Bridge-water-road, Portland
" " ..	Kurdeez No. 1 ..	50.40	..	90.0	1.50	..	87.0	5.50	6.00	..	Victorian Agricultural Lime Ltd., 422 Collins-street, Melbourne
Shell Lime ..	Dalime ..	47.8	..	85.4	2.90	..	100.0	..	5.75	4.75	Dalgety and New Zealand Loan Ltd., 461 Bourke-street, Melbourne
" " ..	Commonwealth ..	48.75	..	87.0	3.36	..	97.0	8.00	..	..	Imperial Chemical Industries of Australia and New Zealand Ltd., 1 Nicholson-street, Melbourne
Dolomitic Limestone	Cooper's ..	23.4	..	41.8	18.1	..	80.0	..	8.50	..	L. B. Cooper, Coimadai

* F.o.r. at Railway Station nearest place of manufacture.

E. J. O'BRIEN, B.Sc. F.R.A.C.I.,
Chief Chemist.

Melbourne, 1st December, 1970.

